MENTORING IN THE NAVAL RESERVE

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DEFINITION

A mentor is simply someone who helps someone learn something that otherwise would have been learned less well, more slowly, or not at all.

A wise, trusted advisor, a teacher or coach.

- *Managers as Mentors, 2002*

Who made a difference in Your life?

FORMAL MENTORING

A partnership and agreement between two individuals sharing experiences and expertise to help with personal and professional growth.

- Voluntary
- Mutual agreed upon

MENTORING

- One year commitment
- q6 month and prn check up
- Keep it out of the chain of command
- Try for a 2 grade level difference

No Fault Termination

WHY FORMAL MENTORING?

- Increased communication & productivity
- Improved goal clarity
- Increased organizational commitment and stability
- Increased organizational success

WHY FORMAL MENTORING?

Does NOT guarantee career advancement but significantly increases ‘on the job’ learning acceleration and opportunities.

BUMED's Guiding Principles M10

- We believe in fostering professional cooperative relationships with honest, open and effective communication with efficient use of our resources.
- Navy Core Values

VADM COTTONS 4 C’S

- Communication
- Culture
- Continuing Education
- Commitment

NR NH Jacksonville Mentor Program: Ground Work

- All Detachments ID’d 1-3 members
- Email introduction and welcome aboard
- NKO courses/ BUMED mentor toolbox
- Mentoring atmosphere encouraged
- Ready made handouts
- Mentor/Protégé applications disseminated

NR NH JAX Mentor Program
30 Day Progress Report
‘GET READY’

- Units reps completing 1-2 NKO courses
- 76 Mentors ID’s
- 55 Protégé ID’d
- 55 Mentoring relationships initiated
- Units making assignment changes to accommodate coordinators

NR NH JAX Mentor Program April ‘GET SET’

- Mentor Process Coordinators Conference 17/18 April NH Jax.
- More mentor and protégés will be ID’d
- New Coordinators brought up to speed
- Mentor handbook edited

NR NH JAX Mentor Program

‘G O’

MAY is MENTOR KICK OFF MONTH!!!

NR NH Jax Mentor Program
The Future

- Monthly unit updates
- ‘Mentoring Minute’ emails
- Intra NR NH Jax mentoring